

CONGREGATIONAL PROFILE

(Form Revised October 3, 2017)

Position Being Filled: NAME THE POSITION AND INDICATE FULL-TIME/OR PART-TIME				
Name of Congregation: ABUNDANT LIFE CHRISTIAN CHURCH				
Street Address: 1234 Main Street		Phone: 555.555.1234		
City: ANYTOWN	State: ANYSTATE	Zip: 00000		
Search Committee Chair: CHRIS VOLUNTOLD				
Address: 5678 Cross Street				
City: ANYTOWN	State: ANYSTATE	Zip: 00000		
Email Address: joyfuldisciple@divinemail.com		Preferred Phone: 111.222.3333		
II. MEMBERSHIP PROFILE				
1. Total Number of Members: <i>This information can be taken from the current Yearbook of the Christian Church (Disciples of Christ) in the U.S. and Canada or from congregational records whichever are more up-to-date</i>		Number of Participating Members: Available from your annual Disciples of Christ Yearbook report. Participating members may be described in your congregation's bylaws. If there is no such description, typically participating members worship regularly, support the mission of the church with time, talent, and/or resources as they are able. They can include homebound members		
Total Number of Participating Non-Members: <i>During this time when much the congregation's activity is online you may notice frequent attendees joining with you. If you include them, note that these text boxes expand as you enter data, so, if helps if you describe who is included in your understanding of Participating Non-Members. For Section 2, take the time to provide actual figures whenever possible. This indicates a level of investment, commitment to mission and self awareness by the congregation that inspires confidence among candidates. (Can you imagine a community estimating the number and levels of education and vocational expertise of staff when preparing to call their next school or hospital administrator?)</i>				
2. Number of Participants:		Are these figures -	Estimated <input type="checkbox"/>	Actual <input checked="" type="checkbox"/>
Ages 1-11: 10	Ages 25-34: 13	Ages 55-64: 16		
Ages 12-17: 11	Ages 35-44: 14	Ages 65-79: 17		
Ages 18-24: 12	Ages 45-54: 15	Above 80: 18		
3. Church Family Profile: <i>(Note: Percentage may add up to more than 100%)</i>		Are these figures -	Estimated <input type="checkbox"/>	Actual <input checked="" type="checkbox"/>
Single Adults 18-35 15 %	Single w/children at home 15 %	Married 70 %		
Single Adults 36+ 20 %	Married w/children at home 35 %	Blended Families 20 %		
4. Education Level of Adults:		Are these figures -	Estimated <input type="checkbox"/>	Actual <input checked="" type="checkbox"/>
High School 27 %	College 42 %	Graduate School 11 %	Please Specify:	
Specialty Training 15 %	Other 5 %			

					Home School – no diploma/degree		
5. Occupations of Participants: <i>(Note: Percentage may add up to more than 100%)</i>				Are these figures -		Estimated <input type="checkbox"/>	Actual <input type="checkbox"/>
Business/Retail	20 %	Service	15 %	Agriculture	5 %		
Construction	4 %	Education	6%	Professional	6 %		
Military	3 %	Technical	3 %	Manufacturing	9 %		
Other <i>(specify below)</i>	1 %	Homemaker	14 %	Student	17 %		
Other Explanation: Global Ministry Partners in Micronesia							
From Totals Above:		Employed Full Time 57 %			Retired 33 %		
III. ORGANIZATIONAL INFORMATION <i>(Check those currently active)</i>							
1. Worship	How many worship services per week?			2			
<input checked="" type="checkbox"/> Traditional	<input type="checkbox"/> On Site	<input checked="" type="checkbox"/> Off Site		Average Attendance:	27 on Zoom 48 on FB and 34 YouTube		
<input type="checkbox"/> Contemporary	<input type="checkbox"/> On Site	<input type="checkbox"/> Off Site		Average Attendance:	Click here to enter text.		
<input checked="" type="checkbox"/> Other	Specify Taize style – mid-week - online			Average Attendance:	6 on Zoom 24 on FB and 16 YouTube		
Total weekly average attendance from all services: Remember that off-site can also mean on-line							
2. Educational Ministries – Average Weekly Attendance							
Children’s Church School	0 during quarantine		Adult’s Church School	0 during quarantine			
Weekly Children’s Program	7 online		(Name of Program) Children Worship and Wonder				
Weekday Adult Groups	14 online		(Name of Program) Work of the People				
	7 online		(Name of Program) Lectionary Bible Study				
Total Average Weekly Education Attendance			28				
3. Administrative and Oversight Groups							
<input checked="" type="checkbox"/> Board	<input checked="" type="checkbox"/> Cabinet		<input checked="" type="checkbox"/> Personnel		<input checked="" type="checkbox"/> Pastoral Relations		
<input checked="" type="checkbox"/> Elders	<input checked="" type="checkbox"/> Diaconate		<input type="checkbox"/> Deacons		<input type="checkbox"/> Deaconesses		
<input checked="" type="checkbox"/> Planning/Functional Committees	How many? 4		<input checked="" type="checkbox"/> Other Groups		Specify other groups Executive Committee		
4. Ministries and Service Groups Within the Congregation (List all)							
List all active ministry and service groups and share information about their activities, focus and ministry. Click here to enter text.							

IV. STAFF (label those presently employed/serving as "FT" - full time; "PT" - part time; or "V" - Volunteer)							
FT	Pastor		PT	Youth Minister/Director	FT	Office Staff	# Click here to enter text.
Choose an item.	Co-Pastor(s)	# Click here to enter text.	Choose an item.	Education Director	Choose an item.	Other (Please Specify) Click here to enter text.	
Choose an item.	Associate Minister(s)	# Click here to enter text.	PT	Organist/Accompanist			
PT	Music Minister/Director	# Click here to enter text.	PT	Administrator			
V. PROPERTY							
				Year Erected	Adequate?		
1. Sanctuary	Seating Capacity	200	1967	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
2. Education Unit	# of Classrooms	6	1971	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
3. Fellowship Facility	Seating Capacity/	120	1971	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
	Tables	20		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
4. Administrative Facility	# of Offices	2	1971	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
5. Off Street Parking	# of Spaces	50		Paved?			
				Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
6. Building Program:		Yes <input type="checkbox"/>		No <input type="checkbox"/>	Projected? <input checked="" type="checkbox"/>		
If Building Program is "Yes" or "Projected", describe: We are re-thinking our need for space and considering ways to offer space to community non-profits							
7. Church Location (check all which are applicable)							
<input type="checkbox"/> Downtown	<input type="checkbox"/> Inner City	<input type="checkbox"/> Urban		<input type="checkbox"/> Suburban			
<input type="checkbox"/> County Seat	<input checked="" type="checkbox"/> Neighborhood	<input type="checkbox"/> Rural		<input type="checkbox"/> Bedroom Community			
<input type="checkbox"/> Small Town							
8. Parsonage:			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
# of Bedrooms 3	# of Bathrooms 2	Garage? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Age of Parsonage 60	Condition of Parsonage Recently updated and in good repair		
9. Other Facilities: (such as senior housing, pre-school, camp, etc.)							

We have a new playground and combination picnic shelter and indoor multi-purpose space for community use			
VI. COMMUNITY			
1. Characteristics			
<input type="checkbox"/> Industrial	<input checked="" type="checkbox"/> Commercial/ Retail	<input checked="" type="checkbox"/> College/ University	<input type="checkbox"/> Medical Center
<input type="checkbox"/> Agricultural	<input type="checkbox"/> Military	<input type="checkbox"/> Tourist/Recreational	
2. Population Changes			
<input type="checkbox"/> Rapid Growth	<input type="checkbox"/> Slow Growth	<input type="checkbox"/> Other (<i>describe</i>)	
<input type="checkbox"/> Rapid Decline	<input checked="" type="checkbox"/> Slow Decline	This may change in two years if our county approves funding to build an industrial park within 2 miles of the church campus. Light industries predict 200 new jobs.	
3. Concerns			
<input checked="" type="checkbox"/> Teen Needs	<input type="checkbox"/> Senior Citizen Needs	<input checked="" type="checkbox"/> Race Relations	<input type="checkbox"/> Alcohol/Drugs
<input type="checkbox"/> Crime	<input checked="" type="checkbox"/> Population Changes	<input checked="" type="checkbox"/> Unemployment (<input type="checkbox"/> Seasonal or <input type="checkbox"/> Chronic)	
<input checked="" type="checkbox"/> Other	<i>(List other concerns here)</i> Since the coronavirus much of our community life is changing. Most of us do not live in this neighborhood and demographics have changed from retired military (from an Air Force base that was closed in 1990) to families from nearby Kansas City seeking more affordable starter housing.		
4. Population Profile			
Total Population 67,471 – city/1,422 neighborhood		<input type="checkbox"/> Estimated	<input checked="" type="checkbox"/> Actual
Asian American 3.2%	African American 8.9 %	Hispanic American 11.6 %	
Haitian 0.7 %	Pacific Islander 2.1 %	Native American 0.2 %	
Middle Eastern 2.4 %	Euro American 70 %	Other 0.9 % Click here to enter text.	
5. Demographic Trends: Ethnic trends, Religious trends, Economic trends, Political/Issue Trends – Describe your perception in narrative form and how you’ve arrived at them. How has your locale changed over the last 6 months, 5 years and 10 years?			
Only six of our families live in this neighborhood. For several years we served a primarily Euro American community with many retired military families and commuters who worked in Kansas City. This neighborhood is diversifying even through a 5 year slow decline which may be reversed as more businesses are established nearby and our local city government continues to add attractive community enhancements like a 3 mile paved walkway around our neighborhood and improved playground facilities. We are using the MinistryInsite demographic information provided by our Region to better understand the make up of the three largest Mosaic lifestyle groups in this neighborhood: Singles and Starters, Blue Sky Boomers, Middle Class Melting Pot. We realize that many young adults are not looking for church campus-based religious experiences but are open to receiving practical help of high quality from local churches. Ours is a “purple” neighborhood politically and tends to be somewhat socially progressive yet fiscally conservative. Given the			

mix of new neighbors we do not see that changing much. Median income is \$54,700 per household but is predicted to rise to \$63,300 over the next five years.

VII. FINANCIAL INFORMATION

1. Income & Expenses for the last four years, beginning with the most recent year: *(Year Book Information)*

	Year	Operating Receipts	Capital Receipts	Total Outreach Paid <i>(Include Disciples Outreach)</i>	Total Disciples Outreach Paid <i>(DMF, WOC, Reconciliation, etc.)</i>
A	Current	\$183,221 Total offerings and other non-designated income received including any interest on permanent funds that goes into the operating fund	\$1,600 These are designated for capital improvements e.g. building fund	\$23,470 Includes gifts to Micah Ministry, Habitat for humanity, and other local nonprofits not directly connected to the church	\$19,300 Week of Compassion, any Special Day offerings, Disciples Mission Fund, Regional support, Disciples Womens' Ministry, etc., anything officially "Disciples" related
B	Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.
C	Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.
D	Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.	\$Click here to enter text.

2. Current Total Debt: **\$2,157** Monthly Payment on this Debt: **\$321**

3. Reserve/Restricted/ Endowment Funds:	Building - \$23,000	Savings - \$3,900
Permanent - \$178,400	Memorial - \$6,490	Other - \$4,015 <i>(Specify) Emergency Outreach Fund</i>

VIII. CONGREGATIONAL OUTREACH MINISTRIES *(please list)*

1. Community Ministries Program *(e.g. food pantry, tutoring, etc.)*
Micah Ministries, Habitat for Humanity, Meals on Wheels, PFLAG, Parent's Day Out, Alzheimer Support Group

2. Participation in Christian Church (Disciples of Christ) *(district/area, cluster, regional, general)*
4 members serve on Regional commissions and committees, 1 on the CC(DOC) General Board, we actively participate in special Regional Zoom calls, have hosted a Regional Anti-Racism training, and are well represented at Regional Assemblies, calls for action (community organizing) and General Assemblies of the CC(DOC)

3. Ecumenical and Interfaith Activities *(with other denominations, religious groups, local and regional)*
Kansas City Interfaith Council, MORE2

IX. PREVIOUS PASTORAL LEADERSHIP HISTORY FOR PAST TWENTY YEARS

Beginning with most recent, provide a listing of all clergy *(including installed and interim/transitional ministers, whether in senior, co-, or associate positions)* who have served your congregation during the **past 20 years**, and the requested information about those persons.

Name of Minister	Position	Date Began	Date Ended
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N	Open conflict is present, and we need a minister who can help us deal with it.
C	Other (<i>Specify</i>) We think it is time for a class in conflict management and mediation so that we can be proactive as new challenges face the Church
	Comments: Click here to enter text.

XI. CONGREGATIONAL DISCERNMENT

The following questions are beneficial to a process of discernment that helps you look at yourself and also provide important information to your candidates. It is our hope that you'll spend significant time in reflecting on these ten questions prior to you providing the answers on this form. You may likely want to involve discussion of them in various congregational venues to provide the Search Committee with a breadth of input. Discuss with your Regional Minister how this might be accomplished. We are encouraging answers on the Congregational Profile that are both succinct and well thought through.

1. What has God uniquely called you to be and do as a congregation (both now, and looking to the future)? **Be careful not to generalize here. Every congregation will be and do what every other congregation does. How is your Disciples of Christ congregation unique among all other congregations within your service area? Do you reach out to and provide special accommodation for a certain group of people? Are you taking the lead in building racial and economic equity in your area? Are you all about making faithful disciples of Jesus who can serve and lead anywhere in the world? What is your special calling?**

2. Describe the processes you used to hear God's unique call for your congregation. **Every congregation prays, reads the Bible and meets for discussion. We assume all of that. What have you done in addition to that? Did you participate in a General Church process like New Beginnings or invite the Regional staff to lead you through a process? Did you employ a consulting firm or engage in a congregation-wide book study like Unbinding Your Church?**

3. Describe the Spiritual Disciplines that are regularly practice throughout this congregation. **Here are some corporate disciplines that you all may practice: Prayer vigils, Fasting as a congregation, Committing to simplicity so that others have enough, Stewardship that also supports the wider Church and community, Service done together, Worship – not just on one day a week, Spiritual Retreats, etc.**

4. Describe your sense of God's covenantal call to be a part of the Christian Church (Disciples of Christ) and broader ecumenical/interfaith ministries. **Your congregation is not generic. Disciples of Christ are a unique part of the Body of Christ with a specific identity, vision, mission, and priorities. How closely does your congregation align with the information that you find on <https://disciples.org/our-identity/> ?**

5. In what ways have members of the congregation been engaged in the Search and Call discernment process? **Have you surveyed the congregation about their responses to questions about the challenges, oopportunities, strengths, areas needing extra support, and leadership needed? Has there been a Ministry Blueprint and/or World Café organized by Regional staff that helped to get input from the congregation?**

6. What are the ministry opportunities you see in your particular context? What are the resources and gifts you have within the congregation to respond to these opportunities (including particular talents represented by members of the congregation; financial and other resources you have; the traditions you have manifested over the years)? **This is a very important question. Answering this with clarity and specificity will help candidates know whether their capacities and their preferred focus areas for ministry are a good match with those of the congregation. Remember that you may be writing for a candidate who, if they are called to serve you, will risk much, will have already sacrificed much to be the leader you need at this time.**

<p>7. Describe the congregation's strengths and growing edges. Be as honest and as specific as possible. If the congregation is long on growing edges and short on strengths, say that. There are pastors who specialize in helping congregations to develop strengths they may not have known they had and to help them turn growing edges into opportunities for growth.</p>	
<p>8. Describe the ways you make decisions and carry them out as a congregation. Are major decisions made by a few or by many? Do you tend to vote or work to achieve consensus? When decisions are made are they usually carried out with excellence or do they tend to result in short-lived attempts to implement them?</p>	
<p>9. How is this congregation relevant to the needs of (a) the local community, (b) Disciples mission, and (c) the world? Another way to get at this question is to ask, "What – specifically – would the local community, the Christian Church (Disciples of Christ), and the world lose if tomorrow your congregation mysteriously, suddenly disappeared? What would they miss most?"</p>	
<p>10. How does this congregation bear witness in tangible ways to God's healing, welcoming, reconciling presence in a broken world? How welcoming and inclusive is your congregation of all people? How do you all tend to respond to prospective members with special needs, challenging conditions, or unfamiliar lifestyles? Do you comfortably welcome people into leadership regardless of how long they have lived in the community or their ethnicity or age?</p>	
<p>XII. GOALS OF THE CONGREGATION FOR THE NEXT FIVE YEARS <i>List four. Attach recent congregational mission statement and goals if available.</i></p>	
<p>If you have no goals but want help to form them, say that. Of the goals you would list, please be sure that they are "specific," "measurable," "attainable," "relevant," and "time-bound."</p>	
<p>1. Click here to enter text.</p>	
<p>2. Click here to enter text.</p>	
<p>3. Click here to enter text.</p>	
<p>XIII. PERSONAL AND PROFESSIONAL QUALIFICATIONS</p>	
<p>1. Name the personal/professional qualifications you desire in your pastor.</p>	
<p>A. Every pastor should be a person of integrity, possess and practice Christian faith, be able to carry out the essential duties, etc. Use this space to be specific. Personal qualifications include things like; practice spiritual disciplines, etc. see: https://disciples.org/wp-content/uploads/2014/07/TFPCOM-Final.pdf, Lines 528-551</p>	<p>B. Professional qualifications for ministry in the Christian Church (Disciples of Christ are also found in https://disciples.org/wp-content/uploads/2014/07/TFPCOM-Final.pdf on lines 695-756</p>
<p>C. Click here to enter text.</p>	<p>D. Click here to enter text.</p>
<p>E. Click here to enter text.</p>	<p>F. Click here to enter text.</p>
<p>G. Click here to enter text.</p>	<p>H. Click here to enter text.</p>

2. Educational Level (check one)

High School <input type="checkbox"/>	Undergraduate <input type="checkbox"/>	Seminary <input type="checkbox"/>	Doctoral <input type="checkbox"/>	Other <input type="checkbox"/>
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If other, please explain. ***Because Disciples of Christ tend to be people who value faith and reason and because members of congregations are likely to have a wide diversity of views, and because ministry done well requires competency in many areas and character that has been formed and tested, we recommend that pastors have seminary education or its approximate equivalent in an apprentice track as a minimum.***

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XIV. COMPENSATION, HOUSING, BENEFITS, EXPENSES. OUR CONGREGATION WILL PROVIDE THE FOLLOWING:					
1. Salary/Housing We can provide a cash salary and housing (including utilities, furnishing, insurance, etc.) in the range checked below:					
15-\$17,999 <input type="checkbox"/>	18-\$21,999 <input type="checkbox"/>	22-\$25,999 <input type="checkbox"/>	26-\$29,999 <input type="checkbox"/>	30-\$34,999 <input type="checkbox"/>	35-\$39,999 <input type="checkbox"/>
40-\$49,999 <input type="checkbox"/>	50-\$59,999 <input type="checkbox"/>	60-\$69,999 <input checked="" type="checkbox"/>	70-\$79,999 <input type="checkbox"/>	80-\$99,999 <input type="checkbox"/>	\$100,000+ <input type="checkbox"/>
Negotiable <input type="checkbox"/>					
2. Provided Housing					
<input type="checkbox"/> Parsonage Fair Rental Value \$ Click here to enter text. (per month)					
3. Pension <input checked="" type="checkbox"/> Pension Fund (14% of combined value of cash salary and housing allowance/parsonage fair rental value)					\$9,800
4. Vacation <input checked="" type="checkbox"/> Days 28 including 4 Sundays					\$ <i>To get help working in this section, look at the resources on https://www.kcdisciples.org/searchteam.html and click on COMPENSATION. The figures in the sample are for a full-time pastor of a congregation with an average of 120 participating members</i>
5. Continuing Education: <input checked="" type="checkbox"/> Days 14 including 2 Sundays					\$ Click here to enter text.
6. Sabbatical <input checked="" type="checkbox"/> 3 Months after 5 years					\$ Click here to enter text.
7. Family/Medical Leave <input checked="" type="checkbox"/> 6 Weeks <input type="checkbox"/> Negotiable					
8. Health Insurance					
<input checked="" type="checkbox"/> Taxable Stipend	<input type="checkbox"/> Negotiated Plan	<input type="checkbox"/> Other	<input type="checkbox"/> Canada Supplemental Health Plan		
9. Reimbursable Professional Expenses					
Auto Allowance \$Current IRS Rate per mile	Assembly/Meeting Expenses \$1,000	Books \$300	Miscellaneous \$300		

10. Reimbursement for cost of mandatory Criminal Background Check (CBC) \$160	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
11. Moving Expenses The congregation will provide <input checked="" type="checkbox"/> all OR <input type="checkbox"/> up to \$ Click here to enter text.	Negotiable <input type="checkbox"/>	

XV. DISCERNING AREAS OF GREATEST NEED FOR MINISTERIAL LEADERSHIP

The list below is based on the requirements found in *Theological Foundations and Policies and Criteria for the Ordering of Ministry of the Christian Church (Disciples of Christ)*. It is used for describing a minister’s areas of skill and expertise (which you will observe on the Ministerial Profiles you receive). It is expected that all ministers will demonstrate competency in each of these areas, but will excel in some more than others. Part of the Search & Call process is discerning a good match between the skills of the pastor and the needs of the congregation. In light of where growth is desired and God is calling you, please indicate the **top 4 skills** needed in your next pastor.

<input type="checkbox"/>	Biblical Knowledge Rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
<input type="checkbox"/>	Church Administration and Planning Able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.
<input type="checkbox"/>	Communication Be an effective communicator and able to facilitate effective communication within and on behalf of the church.
<input type="checkbox"/>	Cross Cultural and Anti-Racism Experience Sensitive to the different manifestations of racism and prejudice in the culture and committed to confronting and overcoming them.
<input type="checkbox"/>	Ecumenism Exhibit a commitment to working with other Christians and denominations, and with other faiths, in programs of common witness and service – articulating the vision of the ecumenical and global church as a starting place for mission.
<input type="checkbox"/>	Education and Leader Development Knows the foundations of Christian education and principles of leader development, and can demonstrate competency in teaching children, youth, and adults, including lay leaders and staff.
<input type="checkbox"/>	Ethics Able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.
<input type="checkbox"/>	Evangelism Able to motivate congregational members to share their faith through word and action.
<input type="checkbox"/>	Mission of the Church in the World Understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets, and can empower congregations to engage in mission from our doorsteps to the ends of the earth.
<input type="checkbox"/>	Pastoral Care Able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.
<input type="checkbox"/>	Proclamation of the Word Know the practice and theory of Christian preaching, and can proclaim the Word of God, share the Good News of Jesus Christ, and help congregational members apply their faith to daily life.
<input type="checkbox"/>	Spiritual Development Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

<input type="checkbox"/>	Stewardship Able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.
<input type="checkbox"/>	Theology Able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, critically engage human situations from a perspective of faith, and help persons recognize theological issues in their daily lives.
<input type="checkbox"/>	Understanding of Heritage Know and appreciate the history and thought of Christianity and the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).
<input type="checkbox"/>	Worship Know the purpose and elements of Christian worship, and can plan and lead meaningful worship by working with the worship team, musicians, and congregational members.

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Optional: Please include any comments regarding the 4 skills identified and/or how you identified them.
Click here to enter text.

XVI. CONGREGATIONAL CONDUCT

Our Congregation has taken official Action to adopt and abide by the "Ethical Guidelines for Congregational Conduct".

Yes



No



A PDF copy of the **ETHICAL GUIDELINES FOR CONGREGATIONAL CONDUCT** can be downloaded from the following website:

<https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-EthicalGuidelines.pdf>

XVII. ADDITIONAL INFORMATION

(Please use space below or attach your documentation to this packet)

Information in this section would include anything that you could not express anywhere else in the document. Please be sure to contact our Regional Minister with any questions you may have during the process of completing this profile. Thank you in advance for taking the time and effort needed to complete the Congregational profile. You will have performed a sacred task and it will make a positive difference in the outcome of your search.